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Cognitive Rehearsal Training for Undergraduate Nursing Students against Bullying

Debbie Kane

University Of Windsor, dkane@uwindsor.ca

Deborah Dayus

dayus@uwindsor.ca

Dale Rajacich

Drajacic@uwindsor.ca

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Cognitive Rehearsal Training against bullying for Undergraduate Nursing Students

Background

The effects of bullying on nursing students raise a threat to the future of nursing practice and the quality of care provided. Bullying reduces nurse productivity (Berry, Gillespie, Gates, & Schafer, 2011; Yildirim, 2009) and when nurses are unable to adequately cope with bullying, nurse turnover increases (Laws, 2016). Without educating and supporting nursing students to deal with bullying behaviours, these effects will carry on to the generations to come (Cooper, 2009; Curtis, Bowen, Reid, 2007; Delez, 2003). Cognitive Rehearsal Training (CRT) is a strategy that helps people reduce impulsive actions through training/education (Griffin, 2004).

Purpose

The purpose of this research was to provide CRT to second year nursing students so that they would be better prepared to handle bullying behaviour effectively in the clinical setting.

Methodology

Prior to four-week clinical experience students participated in a CRT workshop and an interactive lecture about bullying. At the completion of the workshop they received lanyard cards that outlined how to deal with bullying and participated in role-play activities, which included nursing student bullying scenarios. At the completion of their clinical experience two focus groups (N=24) were conducted at a University in South-Western Ontario asking students about their experiences implementing the strategies taught during the workshop.

Results

While the majority of students commented that the CRT workshop helped them to recognize bullying situations, they did not have the confidence to respond to the behaviour when experienced or witnessed. Students indicated that they now recognize why they do not speak up and related this to the power differential in the workplace between nurses and students. They expressed that they wanted more education on how to respond to bullying and would like to see CRT implemented throughout their nursing program.

Conclusion

CRT workshops should be mandatory for all nursing programs.